NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION

THE

bulletin

Vol.50/No. 7

June 2007

Up Front from the President

It is interesting to fly over our province on a clear night. The streetlights look awfully tiny from up there but they reveal a great deal about our geography. Generally, these streetlights trace the coastline of both the island and Labrador as if you were looking at a Grade 6 science fair project. Outside of a few inland clusters the lights really accentuate the coastal nature of our home.

Whether my view from 20,000 feet is by day or night my feelings never change and I know these feelings are no different then those of most of us who grew up close to or under one of those streetlights or within a stone's throw of the Atlantic Ocean. Call it patriotism if you want, but whatever you call it, its power is tangible. It becomes blatantly obvious when we are attacked or when someone stands up for us.

Our place here on the northeastern portion of North America does seem to do something to us and appears to serve as a catalyst to push us just a little harder. Maybe this explains the reasons why teachers drive themselves beyond the call of duty on a regular basis and probably also explains why we seem to have a disproportionate number of our graduates on the national stage.

Maybe it also explains why I felt such pride when the CBC program *Land and Sea* recently aired the story of the reunion of the Fogo Island Accordion Group. The smiles, intellect, confidence and talent of these now twenty-something year old young women cannot, in my opinion, be surpassed. A major contributing factor to the development of the qualities, so completely obvious in these young women, was I'm sure to nobody's surprise, a teacher.

My observations of my colleagues over a 25 year period as a classroom teacher in Happy Valley-Goose Bay created in me a deep respect for the wonderful work that teachers do and I intuitively knew that such counsel and concern were regularly replicated in schools all over our province. My nine years on Provincial Executive plus these two years as president have more than confirmed my intuition.

When I began my term of office I wanted to communicate directly to teachers. So, I asked for and received space for the *Up Front from the President* column. It's been both challenging and satisfying. This column has challenged me to attempt to accurately reflect the concerns, interests and needs of teachers while highlighting to anybody who would listen, my appreciation for all things that teachers do.

The position of president has provided me with the opportunity to criss-cross our wonderful province and observe, more than most, the creative and caring performances of our teachers. It has also allowed me to travel the country in support of colleagues elsewhere and to see the good work performed by teachers both nationally and internationally. Let the word go forth that I am and will be eternally grateful.

Just as governments have to exist, NLTA has to exist. And, NLTA exists mainly because of volunteers. Outside the professional and support staff at 3 Kenmount Road, the only person receiving any compensation for work on behalf of the teachers of Newfoundland and Labrador is the president. All other decision makers and contributors are volunteer teachers. There are many examples of teachers serving teachers. However, one example is worth mentioning... the annual branch retirement banquet. Teachers regularly give of themselves to honour their colleagues who have given so many years of their lives to the youth of our province. For this and all other examples, thank you.

It is quite possible that the only way to truly appreciate the good work performed on behalf of teachers by the staff at 3 Kenmount Road is by being here. All staff members are hired by teachers and we have chosen well.

In my role as president I was following what might be an innate interest in human nature but I also had an added incentive to do it right in that I was the first teacher from the Labrador portion of our province to occupy this position. I hope my example opens the door for others.

Provincial Executive, in consultation with our professional staff, strive to supply direction and leadership for 6,000 plus teachers. This is a sometimes daunting and challenging undertaking. My best wishes to president-elect, Sean Noah, vice president-elect, Lily Cole, and the new Provincial Executive as they seek to provide leadership for all teachers.

My final thoughts in my final *Up Front* column are ones of gratitude. Thanks for the memories and thanks for everything you do.

Kevin

THE
bulletin

Lesley-Ann Browne
Editor

Michelle Lamarche
Editorial Assistant

Linda Babstock, John Bishop,
Elliott Green, Louise King
Design • Printing • Distribution

Linda Farrell
Online Services

The Bulletin is published eight times a year during the school year by the Nfld. and Labrador Teachers' Assn., 3 Kenmount Road, St. John's, Newfoundland, Canada, A1B 1W1.
Tel: 709-726-3223; 1-800-563-3599
Fax: 709-726-4302; 1-877-711-6582
e-mail: labrowne@nlta.nl.ca
Internet Address: www.nlta.nl.ca

Unless otherwise indicated, materials used in *The Bulletin* may be reproduced or broadcast without permission. Advertisements and/or notices of resources carried in this publication do not imply recommendation by the Association of the service or product.
Advertising inquiries should be directed to:
Michelle Lamarche, Ext. 227
mlamarche@nlta.nl.ca

Subscription Rate: $16 per year.
For subscriptions and address changes contact Printing Services, Ext. 249.

Deadlines for material are:
Sept/Oct Issue: September 4
November Issue: October 1

ISSN-1189-9662

Member of the Canadian Educational Press Association, International Association of Business Communicators, and the Canadian Association of Communicators in Education.

Printed on Recycled Paper

CONTENTS

Features

10 Executive Director's Message
Teaching: High Stakes Work
by Edward Hancock

12 Convention 2007
Teachers Honored:
Awards Presented at BGM 2007

16 *The Patricia Cowan Award for Support and Promotion of Education*

17 *Resolutions from BGM 2007*

22 Living Well
Go Healthy With a Positive Attitude
by Marie Wall

24 Viewpoint
Trust, Not Just Another Five-Letter Word
by George Tucker

26 Professional Development
Leapin' Lizards, It's Jon Eakes!
by Eric Nippard

28 *A Journey Worth Taking: A Story Worth Telling*
by Beverley Park

29 Hats Off!
Canadian Counsellors Association Doctoral Dissertation Award

30 Pre-Retirement Seminars 2007

Departments

Up Front from the President 2
On Location News 4
In Memoriam 8
Calendar back cover

School Representative Seminars

Coming in Fall 2007

A second series of School Representative Seminars will take place as a continuation of the ongoing triennial program in October 2007. Nine groupings of branches have been arranged and three seminars are offered each fall on a rotating basis. Schools will have the opportunity for representatives to attend every three years. School Representatives will receive specific information directly from the NLTA office.

Group 1 – Avalon (Group B)
October 12-13, 2007 – Capital Hotel, St. John's
Branches Attending: Baccalieu, Bay Roberts, Bell Island, Carbonear, Marconi, Placentia, Upper Trinity South

Group 2 – Gander
October 12-13, 2007 – Albatross Hotel, Gander
Branches Attending: Fogo Island, Ganova, Hamilton Sound, Notre Dame, St. Brendan's, Trinity-Deadman's Bay

Group 3 – Labrador
October 19-20, 2007 – Aurora Hotel, Goose Bay
Branches Attending: Churchill Falls, Coastal Labrador South, Labrador West, Lake Melville, Nutak Labradorimi

PROVINCIAL/NATIONAL/INTERNATIONAL

NEWS

CHAPEL ARM

School celebrates Music Monday

Students and staff of Holy Family Elementary in Chapel Arm united together on May 7 to celebrate "Music Monday" with children's author and harpist, Ed Kavanagh. Mr. Kavanagh was a guest at the school as part of the Visiting Artists Program and was able to help accompany the "Music Monday" theme song on his harp. The event is sponsored by the Coalition for Music Education in Canada and is a nation-wide simultaneous celebration of the importance of music in our lives and in our schools.

Students at Holy Family Elementary celebrate Music Monday.

GRAND FALLS-WINDSOR

Flat Stanley climbs Everest

Flat Stanley is on his way to Mount Everest! Flat Stanley is a well-known character among primary students in our province. In the book *Flat Stanley* by Jeff Brown, Flat Stanley is a boy who has been flattened by a bulletin board and takes a trip in an envelope. At Woodland Primary in Grand Falls-Windsor the Grade 3 students use this character to help with a Social Studies project. Each student colors a Flat Stanley or other flat character and sends him to visit someone in another town. Flat Stanley has visited places such as Fort McMurray, Toronto, Africa, Burin and St. Anthony. When Flat Stanley returns to class he brings pictures and information about the place he has visited. Students love learning about communities all over the world.

Sharon Stoodley's Grade 3 French Immersion class at Woodland Primary.

To promote increased physical activity at Woodland Primary, the staff and 400 students of Grades K-3 are helping Flat Stanley climb Mount Everest. At school, a miniature Flat Stanley is climbing a wall mural of Mount Everest. As each class of students does 20 minutes or more of physical activity in their classrooms, Flat Stanley climbs further up the wall mountain. "Each day we are able to see how far up the mountain Flat Stanley has climbed," said Sharon Stoodley, Grade 3 French Immersion Teacher at Woodland Primary. "This encourages us to continue doing more daily physical exercise."

Flat Stanley

ST. JOHN'S

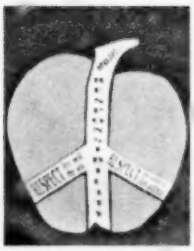
7th Annual Provincial Teacher Recruitment Fair

The 7th Annual Provincial Teacher Recruitment Fair took place in two locations this year. The first Fair took place on Tuesday, May 8 at the Sir Wilfred Grenfell College in Corner Brook. The second Fair took place on Thursday, May 10 at the Inco Innovation Centre, St. John's Campus of Memorial University.

Both Fairs were very well attended and profiled job opportunities and related information for students, teachers or others interested in entry into the profession. Information booths were set up by the school districts, the Department of Education, the Faculty of Education, the NLTA, and other educational partners.

The Provincial Teacher Recruitment Fair is organized in partnership with Memoral University, the Department of Education, the Newfoundland and Labrador School Districts, and the NLTA.

T-shirt contest promotes respect



Winning design for Macdonald Drive Junior High t-shirt logo contest.

Macdonald Drive Junior High in St. John's held a school wide t-shirt logo contest as part of their Safe and Caring Schools Initiative. The t-shirt logo was to be based on the premise of respect for self, respect for others and responsibility for actions. The contest was conducted by the English Department and the logo designs were also graded as part of a representing component of the English curriculum. At the school's kickoff assembly for Spirit Week, contest winner Andrew Murphy, a Grade 7 student at Macdonald Drive, was presented with the first t-shirt. All teachers have t-shirts and the shirts have also been presented to other students in recognition for displaying good citizenship skills.

l-r: Kathryn Thistle-Lane (Art/English Teacher), Andrew Murphy (Grade 7 Student), Joan McCue, Guidance Counsellor and Christine Fleming (Criteria C Teacher).

NEWFOUNDLAND & LABRADOR

Planning underway for PESIC "Leading the Way 2005" sequel

Spring planning meetings have been held as the Physical Education Special Interest Council (PESIC) looks ahead to the upcoming Physical Education Provincial Conference and AGM to be held in St. John's from September 13-15, 2007. Committee chairs and volunteers have come forward and this year's conference co-chairs are Dave Constantine (PESIC president), Mark Jones (Department of Education), and Gary Corbett (retired school administrator and Physical Education District Consultant).

Committees included are Registration, Nutrition Breaks, Facilities, Equipment, Sponsors, Awards, Banquet, Media, AGM etc. Ideas are being gathered for a logo, keynote speakers and presenters.

Physical Education teachers who would like to be involved in any way are encouraged to contact one of the PESIC executive or co-chairs. "Ideas and help will make it a success," says Colleen Hogan, PESIC Executive member. "So much has been accomplished by Physical Education teachers in our province without a lot of support and resources. We are a resourceful group! In recent years we have received more help in this regard – however more progress needs to be made so let's get it moving!"

Registration forms will be in teachers' hands soon. For more information contact any of the following PESIC Executive members: Dave Constantine (davidconstantine@esdnl.ca); Mike Butler (michaelbutler@esdnl.ca); Brian Laing (brianlaing@esdnl.ca); Colleen Hogan (colleenhogan@esdnl.ca); or Mark Jones (markjones@gov.nl.ca). Information is also available at www.nlpln.com.

PESIC hosted CAHPERD in June 2006.

NLTA Senior Mathematics League Provincial Finals

This year's NLTA Senior Mathematics League Provincial Final game was held Saturday, May 5 in St. John's at the Eastern District School's Conference Centre. Ten teams, totalling 44 of the province's best mathematics problem solvers and their teacher-sponsors, arrived on campus at Memorial University Friday afternoon and enjoyed a welcome to campus presentation and a full campus tour arranged by the Office of Student Recruitment.

For the second year in a row, the league had a team participating from Labrador – Mealy Mountain Collegiate, Happy Valley-Goose Bay. The Centre for Distance Learning and Innovation (CDLI) sent teams to the Provincial Final for the third time, this year representing St. Gabriel's All-Grade in St. Brendan's, Stella Maris Academy in Trepassey, and Tricentia Academy in Arnold's Cove.

Best Presentation of a Solution' prizes were earned by Ian Payne, Pasadena Academy, Lawson Miller, Gander Collegiate, and Kathleen Allan and Daniel Alacoque of Holy Heart, St. John's.

Congratulations to all those who participated in the league and in the Provincial Final. It was an exciting finish needing a tie-breaker to decide second and third place. This year's winners were: Holy Heart High School, St. John's, placing third with 48 points; Pasadena Academy, Pasadena, placing second with 48 points; and Provincial Champions Prince of Wales Collegiate, St. John's, with 50 points. Honourable mention goes to CDLI Team 1 finishing just out of the medals in fourth place with 41 points. (Games have a total possible 65 regular points and up to 10 bonus points.)

1st Place Winners: Prince of Wales Collegiate, St. John's. (l-r) Presenter: Dr. Peter Booth, Dept. of Mathematics and Statistics, Memorial University; Teacher-Sponsor: Mr. Tim Harpur; Students: Kelsey Li, Mark Yang, Roger He, Greg Ball

Special thanks to the problem setters Dr. Peter Booth and Dr. Bruce Shawyer (Department of Mathematics and Statistics, Memorial University), other faculty (Dr. Bruce Watson and Dr. Margo Kondratieva, Mathematics and Statistics, and Dr. Glyn George, Engineering), and the local coordinators and teacher-sponsors who support and encourage students to participate fully in school life. Special thanks also go out to the Office of Student Recruitment at Memorial University for the tour and welcome presentation.

For further information on the NLTA Senior Mathematics League, visit www.math.mun.ca/ and click "Outreach".

Poll results show consistent public support for teachers

During the first two weeks of March 2007 a province-wide poll was conducted on behalf of the NLTA. The poll was a follow-up study to an initial study conducted in May of 2006 and the public awareness campaign, "Hands Up For Our Children's Education", delivered in late 2006 and early 2007. Respondents were asked a series of questions related to the teaching profession, resources, workload and the public education system in general, and as well gauged recall of the recent public awareness campaign. The survey yielded a sample size of 400 respondents, the results of which are considered to be representative of the entire population of the province +/- 4.9%, 19 times out of 20.

The main purpose of the poll was to evaluate the level of awareness of the recent campaign and to measure public awareness of the issues around lack of resources and workload. Based upon the recent campaign, the majority of respondents indicated that they felt more informed about issues facing teachers and school children in this province. Furthermore, a significant majority agreed or strongly agreed with the ads' assertions regarding the difficult and challenging teaching and learning conditions facing teachers and school children (72%). Based on responses provided, respondents are clearly in favor of improved resources and increased education funding in the province (88%).

As in the May 2006 poll, respondents were asked to provide their opinion on what they felt teachers' top priorities included. A clear majority of respondents feel that "educating our children" or "looking out for education and children" were the number one priority of teachers, much the same as they indicated in 2006.

In general, responses to questions regarding the rating of teacher resources, class sizes and workload were consistent with the findings of the 2006 poll. A strong majority of respondents feel that class sizes are too large (61%) and that teacher workload is too high (69%).

As well, respondents clearly have a positive view of teachers in the province, providing a strong rating of their performance in educating students (71%) and an overwhelming positive overall opinion of teachers (92%). Again, these results are in line with the findings of the earlier 2006 poll.

JAMES VINCENT BUTLER

James Vincent Butler

The family, colleagues and many friends of Jaye (James Vincent) Butler were deeply saddened to learn of his death on October 17, 2006 at the age of 60. Jaye passed peacefully away at the Central Newfoundland Regional Health Centre after a courageous battle with renal cell carcinoma.

Jaye was a retired Social Studies teacher who spent 28 years at Booth Memorial High School in Windsor. He was a past president and executive member of the Exploits Valley Branch of the NLTA. He developed many fine relationships with students, colleagues and parents during his 30-year teaching career and truly enjoyed in his retirement the many sociable encounters with those people he considered friends.

Jaye's coaching career with the Booth Bears and the Triple A "Arctic Blast" garnered a whole new array of acquaintances whom he cherished and thoroughly enjoyed. The list of friends grew over the years during the many NAHA coaching clinics he offered throughout the province. An avid Montreal Canadians fan, Jaye enjoyed nothing more than sharing his enthusiasm with his son, Jared.

Among his other loves were his Crippleback trips with Art and Russell; his wild game nights with the Bay Roberts crew; the wonderful times spent with the Badger Lake crowd; the arguments, insults and "gossip" with the McDonald's bunch; and debating his portfolio with the Tim Hortons investment group. Mostly, Jaye enjoyed social occasions with the laughter and companionship of his many friends.

Leaving to celebrate a life filled with a great deal of laughter, quick wit and decided opinions, Beverley, his beloved wife of 34 joy-filled years, two wonderful children whom he loved dearly and of whom he was so proud – Jared and Bethany (fiancé, Matthew Barrett), as well as a large circle of family and friends. (*Submitted by Beve Butler.*)

WILFRED OLIVER, 1948 – 2007

Wilfred Oliver

Wilfred Oliver passed away at his home in Badger on February 17 after a short battle with cancer.

Wilf was born in Gull Island, Conception Bay. He was dedicated to the teaching profession and spent 30 years

in the classroom instructing the children of our province. He began his teaching career in Stephenville Crossing, then went to Norris Arm South and finally, spent the remaining years at Avoca Collegiate in Badger from where he retired in 1998.

Wilf was an active member of the community. He was the deputy mayor of Badger, served as Badger representative for the School Tax Authority, and was a member of and coach for the Minor Hockey Association.

Wilf was also very active in church affairs. He was a lay reader, served as chairperson for both the Parish Council and Building Committee, was a member of the Finance and Cemetery Committees, and was the Financial Secretary of the Knights of Columbus for over 20 years.

Wilf's accomplishments were many and varied over the years. He fully enjoyed family life and was a caring husband, father and friend. He is survived by his wife, Marg; two daughters, Erin and Aimee; three brothers and three sisters; as well as a large circle of family and friends.
(*Submitted by Marg Oliver.*)

MARVIN RYDER

Family and friends of Marvin Ryder were saddened to hear of his passing on July 13 of this past year after a courageous fight with cancer that began in 2003.

Marv, as he was most-often called, was born and educated in Bonavista and originally entered the teaching profession in his hometown right out of high school. Then, after meeting his wife, Roseann and falling in love with both her and her sporty GTO, he made the move to St. John's where he attended MUN and made his commitment to the education profession official with the completion of his Education Degree. Marv returned to Bonavista in 1975 after accepting a teaching position in Catalina. He continued to teach there for the remainder of his career until his retirement in 2000. He and Roseann raised two children, Leigh-Ann and Jared, both of whom have followed their father's path as a teacher.

Marv always spoke with a smile of the staff and students with whom he worked, and his love for the teaching profession was evidenced in many ways. Whether planning a school trip, visiting a primary classroom or offering support and guidance to a colleague, Marv was always involved. He believed that every child should be afforded the same opportunities and did everything in his power to ensure that was the case. He cared deeply for the students in his charge and was trusted, respected and loved in return. Long after leaving school, many of his pupils would be back to visit Mr. Ryder and they were a huge source of support to him throughout his illness with visits to his home and cards and letters to keep his spirits up.

Marv was known by students and staff alike as a fair and compassionate man who gave freely of his time to support any activities connected to helping youth. He was a dedicated volunteer, serving on countless committees and projects, particularly within the hockey community which, after his love for family and his dedication to his students, was his passion. Over the past 35 years Marv held a number of positions within the Minor and Senior Hockey systems and was President of Hockey Newfoundland and Labrador for several years until stepping aside in 2006.

In the classroom, on a fishing trip, during meetings or just at home relaxing with friends and family, Marv was the consummate storyteller who loved to see those around him laughing at his anecdotes. This is how he will always be remembered – laughing, and, in recent times, holding his beloved granddaughter, Jordan, on his lap. His love of fun and children will live on, just as he wanted, just as it should.
(*Submitted by Leigh-Ann Ryder.*)

In Memoriam
Submission Guidelines

Submissions to In Memoriam should be a **maximum of 250 to 300 words** and may contain a photo of the deceased. In Memoriams should be submitted within a timely manner – normally within the same school year (if possible) of the death of the teacher. Information may be included on where the deceased lived and taught, their education, accomplishments, community involvement and family information.

It is preferred that all submissions be e-mailed to Lesley-Ann Browne, Editor of *The Bulletin*, at labrowne@nlta.nl.ca. If submitting by mail, please address to: Editor, *The Bulletin*, Newfoundland and Labrador Teachers' Association, 3 Kenmount Road, St. John's, NL, A1B 1W1. Submissions may also be faxed to 726-1302 or toll-free at 1-877-711-6582. Please be sure to include a contact name, school or business name, mailing address, telephone number and e-mail address.

Teaching: High Stakes Work

by EDWARD HANCOCK

"Make no mistake, teaching is high stakes work. What happens in our classrooms matters. Futures are born, dreams emboldened, passions ignited – or not. Because it matters, we need to be alive in this work".

The above paragraph is a quote from *Teaching with Fire*, an inspiration book for teachers edited by Sam Intrator and Megan Scribner. I was introduced to this book and its messages when I attended a weekend conference for beginning teachers held in Gander in February. The conference was one of a series organized by the NLTA's Professional Development Division in cooperation with the Student Teaching Division of the Faculty of Education at MUN and the School Districts. This particular conference was conducted by NLTA PD Senior Administrative Officer Beverley Park and Hayward Blake, Co-ordinator of Field Services, Undergraduate Programs, Faculty of Education, Memorial University. It was an event that reaffirmed for me once again, the broad range of positive professional experiences and supportive programs available to teachers from this Association.

These conferences provided a wonderful opportunity for beginning teachers to get together, share experiences from their first few months of teaching, and journey further along that road of transition from teacher in training to teacher in practice. I, personally, came away from the conference heartened by the enthusiasm, knowledge and spirit that these young teachers are bringing to our profession. Those of us who are approaching, or are into, the latter part of our teaching careers can rest assured that the profession continues to be in good hands.

Such activities as these beginning teacher conferences are only one small example of the myriad of programs and services offered by your Association. If there is one message I try to leave with teachers, it is that, whatever the work-related issue or question (or personal issue that may have work-related implications), call your Association. Your staff officers can provide you with the advice, assistance or support either directly or through a necessary referral.

That same book, *Teaching with Fire*, contained another paragraph in the chapter entitled "Holding On" which speaks to the times when a teacher might feel engulfed by the demands and complexities of the profession. It reads as follows:

"Teaching has many moments when the work feels too hard and we feel too weary – days when we walk out of class distraught by the apathy of our students or disenchanted by the lifeless priorities of the institution. We all experience stretches during the school year when time oozes by and the grind of each day takes its toll. We may even experience spans of time when we seriously question our decision to teach. Teaching is so public, so out in the open, there is little opportunity to hide."

"Make no mistake, teaching is high stakes work. What happens in our classrooms matters. Futures are born, dreams emboldened, passions ignited – or not. Because it matters, we need to be alive in this work."

But June has fewer, hopefully none, of those moments or those spans of time. Yes, there is the pressure of year-end reports and marking of final exams. But now is the time when you see the culmination of your year's work. High school students are readying for public and/or final exams. Grade 3, 6 and 9 students have just finished the CRT's and that pressure has been temporarily lifted. You can see the excitement in a child's eyes as she contemplates "graduating" from Kindergarten. And, yes, you can contemplate your own summer plans and the much needed break following the year's busy, and often hectic, schedule.

Sometimes teachers become apologists for the "summer off" or the Christmas or Easter Break. If

tempted to go there, just think back to some of the results of Dr. Dave Dibbon's study on teacher workload, entitled *It's About Time*. That study showed that the average teacher in this province invests 52.32 hours per week to school related activities. Further, that work intensifies significantly during reporting periods (three to four times per year). Looking at the total hours of work over the course of the school year, Dr. Dibbon concluded that the average teacher works the equivalent of fifty-two 39.5 hour weeks per year. In other words, the "average" teacher is working the number of hours equivalent to a full week of work for 52 weeks a year with no holidays whatsoever. The next time someone throws out the "summers off – how good do you have it" scenario, toss that statistic into the conversation.

The increasing demands of the classroom and the need for increased resources and improved teacher allocations are the reasons why President Kevin Foley did not join the chorus of unqualified applause for the recent provincial budget. While the most recent improvements to education funding are necessary and appreciated, those improvements must be more directly focused on the classroom teaching and learning situation. By the time you read this, government will likely have received the Reports of both recent Ministerial Commissions. Your Association will be holding the Minister of Education to her commitment for improvements in teacher allocations and improvements in the ISSP/Pathways Model, based on the recommendations from these Commissions. A key area of focus for your Association in the coming school year will be to make every attempt to ensure that the work of these Commissions leads to real and positive results.

Thank you for your efforts on the front lines this past year and for your input to, and support of, your Association. On behalf of all your Association staff at the NLTA office, I extend best wishes to each and every one of you for a safe and enjoyable summer.

Ed

Teachers Honored
Awards Presented at BGM 2007

In keeping with past tradition, the efforts of a number of teachers who have made significant contributions to both their profession and their Association were recognized at Convention 2007. Award winners for 2006 were announced last year but presented at this Convention. The following provides information on the awards and the 2007 winners.

Dr. Myrle Vokey

Dr. Myrle Vokey • Honorary Member

Myrle Vokey was born in the iron ore mining town of Bell Island on the eastern coast of Newfoundland. It was on Bell Island that he received his elementary and high school education before proceeding to Memorial University. In 1960 he received a Diploma in Physical Education, a Bachelor of Arts (Education) in 1965 and a Bachelor of Arts (History) in 1966, all from Memorial. In 1966 he received his Master of Education (Administration and Curriculum) from the University of New Brunswick, and in 1984 he received his Doctorate of Education (Teacher Inservice, Curriculum Theory and Administration) from the University of Toronto.

Myrle's education career began in 1959 as a classroom teacher on Bell Island. From 1960-62 he was a teacher in Corner Brook and from 1962-65 he was a supervising vice-principal, also in Corner Brook. He taught in St. John's from 1965-66, in Corner Brook again in 1965-67, and from 1967-69 he was the School District Supervisor for Conception Bay North. From 1969-72 he was Assistant Superintendent for Avalon North. In 1972 he took over the position of Director of Professional Development with the Newfoundland Teachers' Association and held this position until 1986 when he became the Executive Director of the Newfoundland and Labrador School Boards Association. He left this position in 2002 and is currently the Executive Assistant to the Honourable Diane Whelan, Minister, Government Services. Myrle has also been a Sessional Instructor in Student Teaching and Curriculum Development at the Graduate Level at Memorial University.

During Myrle's diverse employment history he has also performed a great deal of related work at the provincial and national levels. From 1973-75 he was a member of the Canadian Teachers' Federation Quality of Education Committee. From 1975-77 he was a member of the Canadian Studies Foundation Board of Directors. From 1972-77 he was part of the Canada Studies Foundation Newfoundland Study Project. He was a member of the planning committee for the National Conference on Quality Education held in Winnipeg in 1975, and he was chair of the Provincial Committee of Computers for Schools from 1994-2002.

Myrle has participated in a large number of workshops as presenter and/or keynote speaker throughout the province and the rest of Canada. He has also participated in international meetings in 16 countries around the world. The wide array of topics covered in these presentations include: stress education; leadership training; adult education; curriculum development; values education; time management; and morale. He has presented at national conferences including: Occupational Health and Safety Conference (2004); Department of Fisheries and Oceans Conference (2004); Newfoundland and Labrador School Administrators' Conference (2003); Canadian School Boards Atlantic Conference (2002); Canadian School Boards National Conference (2002); Canadian Dental Association (2000); Canadian Association of Catholic Administrators (1999); NSTU Conference on Safe Schools (1996); Canadian Education Association Conference (1996); to name a few.

A variety of projects have been initiated by Myrle in this province including: Visiting Artists Program; Teachers Talking to Teachers Program (T4); Teachers Swap Program; Student Entrepreneur Exchange Program; Computers for Schools Program; and the National Conferences of School Boards in 1994 and 2002. Myrle co-chaired the Newfoundland Joint Inservice Project from 1981-86, he participated in the planning and implementation of the re-organized high school program from 1979-83, he served on liaison meetings on behalf of the NLTA with educational agencies and personnel at the provincial and national levels and served on all professional development committees for the NLTA for 14 years, as well as serving as the NLTA/NLSBA representative on the Provincial Certification Board.

Myrle was a member of the General Advisory Committee to the Minister of Education from 1986-91, the Provincial Advisory Committee on Curriculum from 1987-90, the Provincial Certification Board from 1975-2002 and the Provincial Certification Committee for Reorganization of School Boards from 1995-99.

Besides his extensive educational and employment history, Myrle has also served in numerous voluntary or appointed positions throughout his lifetime. He has volunteered extensively with the Canadian Red Cross and served as the National Vice-President from 1991-93 and the National President from 1993-95. Myrle was chairperson of the Provincial Advisory Committee for Youth (1976-80), Chair of Provincial Volunteer Week Committee from 1996-98, and a leading thinker for the Kids Eat Smart Program.

Myrle was made an Honorary Member of the Newfoundland and Labrador Association of Directors of Education (NLADE) in 2003. Also in 2003 he received the Queen's Golden Jubilee Award, and in 2002 was Humanitarian of the Year. In 2001 he received the Provincial Medal for Volunteering and in 2000 the International Volunteer Medal. He received the Order of St. John in 1999, the Venezuelan Medal of Honour for Volunteering in 1996, the Korean Medal of Honor for Volunteering in 1995, the Order of Red Cross in 1995, the Commemorative 125th Anniversary Medal in 1992, the Distinguished Service Award from the Canadian Red Cross in 1991, and also in 1991 he received a certificate of Recognition from the Tourism Industry Association.

Myrle and his wife, Marilyn (Carter), have four children and five grandchildren.

The President's Award

The 2007 recipient of the President's Award is Dana Burridge of Deer Lake. The President's Award is presented to one person whom the President feels is a strong supporter of the Association during the President's term of office. For a recipient to be eligible he/she must be, or have been, an active member in good standing of the Newfoundland and Labrador Teachers' Association for at least five years. They must have served the Association at the provincial, branch or executive level, or within the special interest council structure. They must be recognized amongst their peers as a teacher who has given of him/herself to the Association and be recognized amongst his/her peers as an exemplary educator in the profession.

A teacher for over 30 years, Dana is currently a French/Social Studies teacher at Pasadena Academy in Pasadena. Throughout his career, Dana has been an active member of the NLTA. His NLTA involvement began in his first year of teaching when he became a charter member and communications officer of the Taylor's Brook Branch. Dana's involvement at the branch level in Deer Lake included School Board-Teacher Liaison Committee, Communications Officer, Political Action Officer, Secretary, Treasurer, Vice-President and President.

Dana is currently a member of the NLTA Provincial Executive Council, a Table Officer and has been a member of the following committees: Collective Bargaining Legislation Review; Finance and Property; Group Insurance; Educational Leave; Deferred Salary Leave; and Pooled Investment Fund. He has chaired the Equity Issues in Education Committee and the Professional Issues in Teaching Committee.

Community involvement has always paralleled Dana's teaching career. He was a director of the Humber Valley Development Association for 12 years and was a member of the Deer Lake Library Board for 15 years. Dana currently promotes the National Heritage Fair Program and has been vigilant in promoting teacher issues and school improvement initiatives.

Dana Burridge

The Allan Bishop Award

The Allan Bishop Award is presented in recognition of outstanding service to the Newfoundland and Labrador Teachers' Association at the provincial level. The award is open to any active or life members of the NLTA and nominations for this award may come from Branches or Special Interest Councils.

Winston Carter

E. Winston Carter of Carmanville is recipient of the 2007 Allan Bishop Award.

A teacher for 32 years, Winston has been an active member of the NLTA since very early in his career. He was Secretary of the School Administrators Council, Central Division, from 1983-84 and Vice President of the Provincial School Administrators Council from 1984-86. He has been a member of the School Administrators Council since 1981 and remains a member at the present time.

Winston was President of the Hamilton Sound Branch of the NLTA from 1990-94, and a member of the Professional Issues in Teaching Committee (1994-95).

Winston was a member of the NLTA Provincial Executive from 1995 to 2003 and served as Provincial President of the NLTA from 2001-03. While on Executive, he was a member of the Deferred Salary Leave Committee, the Provincial Teacher Certification Committee, the Working Group Committee for CTF AGM 2001 and chaired numerous committees including the Ad Hoc Committee on Collective Bargaining, Finance and Property Committee, Ad Hoc Committee on Teacher Certification, Membership Benefits and Services Committee, School Administrators' Benefits Committee, Negotiating Team, and the Province-Wide Vote Committee.

Douglas Parsons

Winston was a member of the Canadian Teachers' Federation Board of Directors from 2003-05 and was elected as Vice President of CTF in 2005. He is currently serving in his second year as President of the Canadian Teachers' Federation.

The Bancroft Award

The Bancroft Award was established in 1980 to mark the 90th anniversary of the Newfoundland and Labrador Teachers' Association. The award recognizes outstanding service at the Branch level of the NLTA for the betterment of education and professionalism for teachers.

Frank Crews

Douglas Parsons of Bay Roberts is a recipient of the 2007 Bancroft Award.

A teacher for 30 years, Doug was an active member of the Bay Roberts Branch for over 15 years. At various times during this period he filled the role of treasurer, political action officer and member at large for the Branch. He also filled the role as strike paymaster for one year and was school representative for 15 years of his career.

Doug was a member of the local Education Week Committee for 22 years and he chaired the committee for ten of those years. He was active on the Retirement Committee and the Social Committee and spent many years in the capacity of chair of these committees as well as a member. He was an organizer of the 100th Anniversary Committee for activities in Spaniard's Bay and Bay Roberts and was an organizer and participant in the High School Math League for the Bay Roberts area. He attended 10 of the Conventions of the NLTA and had arranged for the upkeep of the NLTA monument in Spaniard's Bay.

Doug was a national winner of the Prime Minister's Award for Teaching Excellence in 1993. He is currently retired and resides in Bay Roberts.

Frank Crews of Grand Bank is a recipient of the 2007 Bancroft Award.

A teacher for over 32 years, Frank has been an active member of the GranForLine Branch of the NLTA since 1980. He has held numerous Executive offices at the branch level including Communications Officer (1980-84), Secretary (1970-71, 1976-80), Vice-President (1984-88, 1991-92), and President (1971-72, 1988-92, 1997-Present).

Frank has been active at the committee level including membership on the Ad Hoc Committee for Teacher Mediation (1978-82) and the Provincial Communications Committee (1982-84). He has been a delegate to the NLTA Convention in 1971, 1972 and from 1988 until the present. He was a member of the Branch Liaison Committee from 1990-2005 and chair of the Branch Public Relations/Communications Committee from 1993-94. During the provincial teacher strike in 1984 Frank played an integral role for the GranForLine Branch. He ensured that all necessary communications were distributed to members of the branch and was vital in clarifying information for teachers. He is credited with organizing various events which fostered unity among members of the branch and assisted in easing the stress placed on them at that time.

Since 1988 Frank chaired the Retirement Committee which organized celebrations for teachers in the GranForLine Branch. He was involved in every aspect of these events, ranging from ticket sales to emceeing the event himself.

Frank is presently the principal of John Burke High School in Grand Bank.

The Barnes Award

The Barnes Award was established in 1987 to recognize outstanding professional development services provided by teachers at the Special Interest Council level.

Christopher Cooper of Stephenville is recipient of the 2007 Barnes Award.

A teacher for over 28 years, Chris is a past president of the NL Counsellors' and Psychologists' Association (2002-06) and a member since 1987. He has been a member of the Canadian Counselling Association since 1987, was its Provincial Director for Newfoundland from 1989-93, National President from 1995-97 and Past President from 1997-99. He was a member of the Board of Governors of the Canadian Career Development Foundation from 1995-97.

Chris was recipient of the Counsellor Practitioner Award in 2003 from the Canadian Counselling Association. This national award is given to one Canadian counsellor every two years. He has a Masters of Education (Guidance and Counselling) from the University of New Brunswick and has Canadian Counsellor Certification from the Canadian Guidance and Counselling Association.

Chris is the chair of the Board of Directors of the Bay St. George Youth Assessment Centre and a member since 1991, a member of the Sir Thomas Roddick Hospital Foundation, a volunteer leader with the Duke of Edinburgh Awards Program, a volunteer leader with the St. George's-Flat Bay-St. Tèresa's Youth Organization, and a member of the Stephenville Search and Rescue Team. He has been a member of the Stephenville Child Protection team and a volunteer canvasser with the Canadian Heart and Stroke Foundation.

Chris is presently a Guidance Counsellor with the Western School District.

The Special Recognition Award

The Special Recognition Award was instituted in 1990 by Johnson Inc. to recognize the 100th Anniversary of the Newfoundland and Labrador Teachers' Association. The Award is presented annually to an active NLTA member who has made a major contribution to the cultural, social and/or community life of Newfoundland and Labrador.

S. Nicole Burt of Hopedale is recipient of the 2007 Special Recognition Award.

A teacher for 10 years, Nicole has been very active at the school and community levels. She is founder and director of the Amos Comenius Memorial School Band, organist and musician with the Hopedale Moravian Church, Festival 500 Coordinator, and musical performer, director and facilitator at numerous community events. She was church organist for the Rigolet Anglican Church (1997-98), volunteer with Unicef (1990-97) and volunteer with the Canadian Red Cross (1995-97).

Nicole leads Tutsiatingit, a choir made up of inuktituk-speaking teachers at Amos Comenius Memorial dedicated to the preservation and celebration of the Inuit language and culture through song. As a musical arranger she has arranged traditional Labrador folk songs as well as traditional Moravian hymn tunes for performance throughout the school and community, fostering an appreciation of Hopedale's rich musical heritage. Nicole also shares her love of reading with the adults of Hopedale through her library, Howler Memorial, which she operates from her home.

Nicole has received a Canadian Citizenship Award from the Lieutenant Governor for making an outstanding contribution to her community. She has also been awarded the Dr. Gerald Olsen Scholarship, the School of Music Faculty Scholarship/Bursary, the Gordon M. Stirling Memorial Scholarship/Bursary, the Corner Brook Pulp and Paper Limited Scholarship, and the David McCurdy Memorial Bursey.

Nicole is a music teacher at Amos Comenius Memorial School in Hopedale.

Christopher Cooper

S. Nicole Burt

The Patricia Cowan Award for Support and Promotion of Education

The Patricia Cowan Award, named in honour of the first and only female President of the Newfoundland and Labrador Teachers' Association, was presented to Denise Pike at the 2007 NLTA Biennial Convention by President Kevin Foley.

The Patricia Cowan Award was established in 2007 to recognize individuals or groups outside the K-12 school system for their outstanding support and promotion of education either through their role as advocates or through a relationship with the NLTA resulting in a positive impact on teaching and learning.

Denise Pike has consistently been a champion for the cause of public education in Newfoundland and Labrador since the late 1990s, advocating tirelessly for the necessary resources, personnel and supports for the province's K-12 education system. As the President of the Newfoundland and Labrador Federation of School Councils she publicly supported the case for increased resources for education and lobbied strongly to have the provincial government provide the same. Being widely accepted by the media and public as the "voice of parents" on matters affecting K-12 public education, Denise has worked to provide meaningful input to government and school board decisions and strong support for teachers and schools.

Besides voicing opinions on resources, class size and other concerns re the education of children, Denise has also spoken strongly on other education issues. She has continually addressed the topic of teacher stress and workload and whenever requested, has joined with the NLTA to advocate for appropriate resources and funding for education. She has regularly spoken publicly on the issues and, under her leadership, the Federation of School Councils has worked with the NLTA during public campaigns and addressing the issue of teacher allocations. This cooperation from Denise and the Federation has been vital in getting the message out about the importance of adequate resources for our education system and the children of this province.

Her list of accomplishments in support of teachers and public education is long and diversified – from being an elected parent representative, lobbyist, and media spokesperson to feature writer in local newspapers. She has always and continues to be a strong advocate for children and for education.

Resolutions from BGM 2007

Category A: Professional Development

Inservicing for Pathways Program

1. That all teachers who have not had prior training, receive inservicing on the existing or revamped Pathways to Programming and Graduation Model. **(CARRIED AS AMENDED)**

Category B: Association

Association Budget

4. That the NLTA not be permitted to budget a deficit in the General Fund and that if a deficit is forecast, the NLTA reduce its operating expenses to balance the budget and develop a plan to be submitted to Joint Council for approval. **(CARRIED AS AMENDED)**

Debate for Presidential and Vice-Presidential Candidates

7. That for future elections, the NLTA investigate the possibility of sponsoring a debate among candidates for the Presidency and Vice-Presidency of the NLTA, to be electronically distributed to the membership. **(CARRIED AS AMENDED)**

Affiliation with Canadian Teachers' Federation

9. That the NLTA provide to the membership a list of benefits and services being provided by the Canadian Teachers' Federation. **(CARRIED)**

10. That the NLTA undertake an internal analysis of the Association's participation in the Canadian Teachers' Federation. **(CARRIED AS AMENDED)**

Category C: Benefits and Economic Services

Honorariums to Cooperating Teachers for MUN Interns

13. That the NLTA continue to liaise with school boards to ensure that any honorariums given during the teacher internship program be paid as recommended by the Faculty of Education. **(CARRIED AS AMENDED)**

Student Assistants

14. That the NLTA support efforts to increase student assistant hours to ensure that non-instructional and personal care services are provided in the best interests of special needs students. **(CARRIED AS AMENDED)**

Teacher Evaluation

15. That Article 12.01(b) (Termination of Contracts) be amended to include language that ensures an evaluation is conducted in accordance with Article 14 – Evaluation. **(CARRIED AS AMENDED)**

16. That a teacher's self-written Individual Learning (or Growth) Plan not be considered a formative and/or summative evaluation report. **(CARRIED)**

17. That all results of the evaluation process be provided to the teacher in written form. **(REFERRED TO EXECUTIVE)**

Occupational Health and Safety

18. That whenever teachers are required to relocate adequate and appropriate support staff be provided to complete the move. **(CURRENT POLICY)**

19. That whenever teachers are required to relocate due to mould or other hazardous materials within the classroom or building, appropriate safeguards be put in place to protect their health and safety. **(CURRENT POLICY)**

Teacher Hiring and Transfers

20. That the NLTA, during negotiations, make every effort to remove the word "suitability" from all appropriate sections of the contact pertaining to the hiring/transfer of teachers.
(CURRENT POLICY)

Compensation for Specialist Teachers

22. That specialist teachers who travel for other duties (i.e. crisis intervention teams, inservicing, etc.) be compensated for their time.
(REFERRED TO EXECUTIVE)

Teacher Salaries

24. That NLTA contracts reflect the reality of 52 weeks (26 pay periods) yearly, regardless of the beginning date of new contracts.
(REFERRED TO EXECUTIVE)

Travel on Business for the School Board

26. That NLTA communicate with all teachers to make them aware of their rights to claim travel expenses as per Article 25 (Travel Allowances) and inform the employer of this action.
(CARRIED AS AMENDED)

Substitute Teachers

28. That, in accordance with Article 49.08 (Substitute Teachers), the "TACS" system be adjusted to ensure that teachers working for 20 or more continuous days in the same position be immediately considered a replacement teacher.
(REFERRED TO EXECUTIVE)

29. That NLTA deem unsuitable and unacceptable the practice of fundraising by students and/or parents to pay for substitutes so that teachers can accompany teams/groups travelling to tournaments, competitions or events.
(CARRIED AS AMENDED)

Teacher Leaves

31. That NLTA take the position that discretionary leave under Clauses 18.03 (Family Leave) and 18.05 (Professional Leave) be allocated separately by the Department of Education and school boards. **(CARRIED AS AMENDED)**

32. That Article 18.03 (Family Leave) be amended by changing the word "may" to the word "shall".
(CURRENT POLICY)

33. That the NLTA explore avenues for lobbying the federal government to provide a salary and benefits top-up for teachers who serve in the Canadian Armed Forces Reserves when they are required to be present for training or exercises during regular school hours. **(CARRIED AS AMENDED)**

Survey re Teaching Duties

34. That the NLTA survey teachers to determine the extent to which teachers feel they are being pressured to perform duties that they feel are unfair and outside the collective agreement.
(CARRIED AS EDITED)

Specialized Equipment to Perform Teaching Duties

35. That the NLTA require the employer to provide all necessary supports for teachers with medically diagnosed conditions requiring specialized equipment to help them perform their duties.
(CARRIED)

Injury on Duty/Workers' Compensation

38. That NLTA seek to reinstate the injury on duty leave that would permit teachers who are injured in any job related accident to be placed on special leave with pay equivalent to sick leave.
(CARRIED)

39 That should section 81 of the Workplace Health, Safety and Compensation Act be amended or repealed, the compensation provided under the Act shall apply in addition to the special pay for injury on duty leave as described in the Collective Agreement. **(CARRIED AS AMENDED)**

Group Insurance Plan

43. That NLTA actively pursue the inclusion of fertility drugs in the NLTA Health Insurance Plan.
(CARRIED)

Lunch Hour Supervision

44. That lunch hour supervision duty be provided by persons other than teachers so that all teachers can have an uninterrupted lunch break.
(CURRENT POLICY)

Notice of Motion for By-Law Change at 2009 BGM

Election of the President and Vice-President

45. That the positions of President and Vice-President of the NLTA be elected at BGM. **(Deer Lake)**

Resolutions from the Floor

Fl.1 That as the TPP approaches full funding, NLTA explore the possibility of committing excess funding towards the improvement of the indexing provision in the plan. **(CARRIED)**

Fl.2 That the NLTA advise the Minister of Education that because the School Development Program places such onerous demands on teachers' time, all teachers will be advised to withdraw from future participation in the plan until such time as the time issues and workload issues are satisfactorily resolved.
(REFERRED TO EXECUTIVE)

Fl.3 That the NLTA, with the advisement of NLCPA, adopt a code of ethics and a standards of practice for counsellors and psychologists in the education system of Newfoundland and Labrador. **(CARRIED)**

Fl.4 That the NLTA lobby the Department of Education to recognize an adopted code of ethics and standards of practice for counsellors and psychologists in the schools of Newfoundland and Labrador. **(CARRIED)**

Fl.5 That NLTA lobby school boards to accept paper applications for advertised positions in addition to on-line applications as is the case with some districts. **(CARRIED AS EDITED)**

Fl.6 That the NLTA undertake discussions with government, school boards, and public sector unions for the purpose of, and with a view to, improving the working conditions and supports for school administrators and other teachers. **(CARRIED AS EDITED)**

Fl.8 That the terms of reference governing the work of the ad hoc committee and the membership of the committee that will be established to continue the internal review process be approved by Provincial Executive and presented to the first Joint Council meeting of the 2007-08 school year. **(CARRIED AS EDITED)**

Fl.9 That the NLTA move towards the inclusion of teleconference calls and web-based information sharing for the purpose of conducting regular committee meetings and business (standing and ad hoc committees) of the NLTA. **(CARRIED AS EDITED)**

Fl.10 That the NLTA communicate to the Department of Education its dissatisfaction with the current board practice of withholding teaching units allocated for the purpose of using them for business other than that for which they were intended. **(REFERRED TO EXECUTIVE)**

Fl.11 That the NLTA lobby the Government of Newfoundland and Labrador (Department of Health and Community Services) and related agencies to increase/improve youth/family services (e.g. number of social workers/addictions counsellors - treatment centers) to our students/families. **(CARRIED)**

Fl.15 That the Provincial Executive investigate, through the Finance and Property Committee, an adjustment to the kilometre rate to include a sliding scale for members attending pre-retirement seminars. **(CARRIED)**

Fl.17 That if there is a surplus in the General Fund at the end of the NLTA fiscal year, then a minimum of 50 percent of this surplus be placed into the Emergency Fund. **(CARRIED)**

Fl.18 That the monies spent on the recent political action campaign be deducted from the General Fund and placed in the Emergency Fund, if there is a sufficient surplus available at the end of the fiscal year. **(CARRIED AS EDITED)**

Fl.19 That the NLTA poll its various teacher members of school board-teacher liaison committees with the intent to ascertain if they feel these committees are having any significant positive impact on teacher issues in the province.
(CARRIED)

Proposed NLTA By-Law Changes from Executive

1. Voting Status for Special Interest Councils at BGM

The following proposed changes to By-Law IX.E.(3) – Local or Regional Branches and Special Interest Councils (Special Interest Councils); By-Law X. – Convention; and By-law XI.C. – Nominations and Election for Executive re voting status for special interest councils at BGM were accepted. The revised subsections read as follows:

a) By-Law IX.E.(3) – "May send one delegate from each Council to the Provincial Association's Convention, the cost of which to be covered by the Association's Convention Budget."

b) By-Law X. – Insert the following sentence before the final sentence of the by-law: "In addition, each special interest council shall be permitted to be represented at the Convention by one delegate, as per By-Law IX.E.(3).", and amend the final sentence to read: "A delegate to Convention shall use his/her discretionary powers as per the best interests of his/her branch or special interest council but must speak as his/her branch or special interest council wishes if s/he is so directed."

c) By-Law XI.C. – "Nominees are free to contact branches and special interest councils in any way they see fit keeping in mind the professional Code of Ethics and branches and special interest councils may or may not instruct delegates to the Convention as they see fit, with the understanding that after the first ballot is cast at the Convention, delegates are released from their instructions and may vote at their discretion."

2. Biographical Sketch and Election Statement Submitted by Candidate for Election

The proposed changes to By-Law XII. A. (3) and (4) – Nominating and Election Procedures for Officers re the biographical sketch and election statement submitted by candidate for election were accepted. The revised subsections read as follows:

"(3) That the Electoral Committee, as appointed under By-Law XV.B., receive nominations for the office of President and Vice-President up to thirty (30) days before the date of the election. Such nominations must be accompanied by a signed statement by the candidate of willingness to serve under conditions from time to time established by the Convention and applicable during the term sought.

(4) Subject to XII.A.(1), the name of each nominee shall be released by the Electoral Committee, as appointed under By-Law XV.B., within two weeks of receipt of each nomination. For publication in *The Bulletin*, a nomination, a short biographical sketch and an election statement must be postmarked not later than the date which is two months prior to the date of the election."

3. Technical Amendment re Publishing of Information on Candidates for Election as President and Vice-President in *The Bulletin*

The proposed technical amendment to By-Law XII. B. – Nominating and Election Procedures for Officers re publishing of information on candidates for election as President and Vice-President in *The Bulletin* was accepted. The revised subsection reads as follows:

"Photographs and information on candidates referred to in XII.A.(3) must be published in *The Bulletin* at least one month prior to the date of the election."

4. Technical Amendment in the Event of a Tie Between Candidates for Election as President and Vice-President

The proposed technical amendment to By-Law XII. D.(6) – Nominating and Election Procedures for Officers (Balloting) in the event of a tie between candidates for election as President and Vice-President was accepted. The revised section reads:

"In the event of a tie on a ballot with only two candidates, a vote of the Executive Council will decide the issue."

5. Changes to By-Laws Dealing with Professional Relations Disputes and Discipline

The proposed changes to the by-laws dealing with professional relations disputes and discipline to rename the current By-Law XXII – Discipline to "Membership Standards" and to add a new By-Law XXIII – Discipline, with the remaining by-laws renumbered accordingly, was accepted. The new By-Law XIII reads as follows:

"(1) Where Executive has designated an administrative officer to inquire into a complaint pursuant to Section 17(1) of the Act, the person complaining and the member complained of shall be so advised and the member complained of shall at the same time be provided with a copy of the written complaint.

(2) Where, prior to inquiring into the complaint, the administrative officer designated by the Executive believes that the complaint is susceptible to mediation, he/she may offer the services of another administrative officer to mediate the complaint between the member complained of and the person complaining.

(3) With the agreement of both persons, the other administrative officer may attempt to mediate a resolution of the complaint between the person complaining and the member complained of for a period of 45 days or such longer period as the administrative officer considers beneficial and both the person complaining and the member complained of agree.

(4) An administrative officer mediating a complaint shall keep confidential all discussions among himself/herself, the person complaining and the member complained of other than the fact of a resolution being reached or not reached and shall not provide to an administrative officer inquiring into the complaint pursuant to Section 17(1) of the Act any information whatsoever pertaining to the complaint.

(5) If the other administrative officer is successful in mediating a resolution to the complaint, the person complaining and the member complained of shall notify the Executive in writing that the complaint is withdrawn.

(6) If a resolution to the complaint has not been achieved by the mediating administrative officer within the time provided, then he/she shall so advise the administrative officer designated by the Executive to inquire into the complaint, who shall thereupon do all such things as may be required of him/her under Section 17 of the Act."

GET INVOLVED

JOIN A PROVINCIAL COMMITTEE

Are you a knowledgeable, interested and committed member of your Association? President-Elect, Sean Noah, has established a committee structure for the 2007-09 school years to assist the Provincial Executive Council in conducting the business of the Association. These committees, chaired by members of the Executive, prepare recommendations to Executive on a wide range of issues which affect both Association policy and action. The participation of teachers as members of the committees is essential in providing a link between the Executive and the membership of the Association.

Committees will meet approximately four times per year. Meetings are usually held after school hours; some may be held via teleconferencing. From time to time weekend meetings may be required. Teachers are reimbursed for out-of-pocket expenses for travel, meals and child care as per NLTA policy.

You are asked to consider volunteering to serve as a member of a committee that is of interest to you. Committee members are usually drawn from the same geographic location (within 90 km) as the chairperson's school. With the permission of Executive, one committee member may be chosen from outside the geographic location provided that expenses incurred are kept within reasonable limits. Committee members are chosen by the chairperson early in September of each year. All applicants will be informed of the status of their application at that time.

Every effort will be made to have equal representation of males and females and to ensure generational equity on committees. Depending on the terms of reference of the committee, every effort will also be made to include teachers with responsibilities in various areas of the teaching profession.

If you are interested in becoming a committee member, please fill out the form on the NLTA website at www.nlta.nl.ca [click on "Forms Online" and go to "Committee Volunteer Application"] and forward it to Geralyn Costello at the NLTA office by **June 29**. If you require additional information, please contact Geralyn Costello, Assistant to the President, at 709-726-3223 or 1-800-563-3599, Ext. 222 or gcostello@nlta.nl.ca.

COMMITTEES, 2007-09	CHAIRPERSON	LOCATION
Communications/Political Action	Gabriel Ryan	South Dildo
Curriculum	Jeanne Williams	Bonavista
Equity Issues in Education	Jackie Maloney	Rushoon
Membership Benefits and Services	Wade Verge	Summerford
Professional Issues	Jean Murphy	Cow Head
Internal Review (Ad Hoc)	Paul Pinsent	Stephenville

Go Healthy With a Positive Attitude

by MARIE WALL

As this school year draws to a close it is interesting to note that in looking back, time seems to have gone by faster than had been anticipated. I guess this can parallel our experience of creating a healthier lifestyle; looking back may have more clarity. This year the Living Well articles have focused on the themes from the three provincial health education initiatives: Go Healthy! Healthy Schools; Healthy Students; and Be Free. The NLTA Employee Assistance Coordinators have written articles about activity, nutrition, resiliency, smoking cessation, and medical health checks to encourage teachers to consider maintaining or developing a healthy lifestyle that supports them in their personal and work lives.

Encouraging teachers to take responsibility and ownership of their health and fitness can be a daunting task. Knowing both benefits and obstacles may lead teachers to conclude that achieving levels of wellness may be out of their co. 'rol because their jobs are so demanding. We know the time and effort can be arduous, but outweighing this is the benefit to you, your family and your students. Most importantly, you are worth it. As summer comes it is time to again evaluate where you are and whether you have attained the healthy lifestyle you want. Is it time to take on a new area of health or continue working on the area you have already chosen? We know that all aspects of health need our attention.

One of the biggest assets we have to influence change is perspective. A positive, problem-solving approach empowers you to deal with the external pressures that arise daily. Your attitude is dependent on the mental habits you have developed. Dr. Ronald Grossarth-Maticek, researcher and author, says that improving your attitude can have a greater effect on your physical health, happiness and longevity than genetics or lifestyle change. Of even greater importance, positive attitudes can be learned and developed. We yearn to have feelings of pleasure and well-being. By developing self-regulating behaviours which maximize these feelings for long-term benefit will help enhance your immune system, your life, your relationships and much more. This is done by paying attention to the behaviours which produce these positive effects and adjusting our behaviours accordingly to heighten the desired outcomes.

The physical effects of exercise are widely known, and individuals have commonly experienced the mental affects, the positive feeling of an endorphin release. There are many possible reasons why our mood is affected by exercise; whether it is the chemical reaction, the sense of accomplishment, the social interaction or a distraction from everyday stress, the positive benefits are real and creating increased long-term feelings of pleasure and well-being will be the outcome. Incorporating regular physical activity into our daily routines is part of a healthy lifestyle.

When it comes to nutrition there is no brain surgery there either. What we eat and why we eat play a major role for our bodies. Having a healthy attitude toward food and creating the habits which enhance this aspect of your lifestyle means eating balanced meals on a regular basis. One question that sometimes arises is "why bother"? In reality, nobody wants to be tired all the time or to be overweight; yet, we have all eaten what looks good at the time or what is easiest, knowing that it was bad for us and will not have the desired consequence. We have all heard the idiom "you are what you eat". Our bodies need healthy food sources as building blocks to keep us in top form. A balanced diet of natural foods – fruits, vegetables, protein sources and healthy fats – are essential to physical and mental functioning. When we eat balanced meals our energy is sustained and our mental acuity is heightened. Food is fuel for the body. While many of us use food for comfort we should instead refocus our attention to healthy emotional affection with the ones we love, rather than food. People who plan their weekly menus have the potential benefits of not worrying about what is planned for supper when they are tired and lowering

the cost of their grocery bill by not gravitating to fast food options. Planning makes a lot of sense.

Wellness is focused on your body for the betterment of your life and the overall attitude towards your body is paramount. Having a positive body image instead of viewing your body as shameful or as an accessory will help with a healthy attitude. Your body is the vehicle from which all relationships and activities radiate.

Educational activist Parker Palmer says as teachers, it is your self, body and mind, that is the most important component of your craft. Give your self the priority you deserve and allow its healthy energy to sustain all the demands of your life and work.

Some people believe that if they take care of themselves they are being selfish. This is far from the truth. Your healthy lifestyle is not only for you; it is also for your family and your students. You are a role model. When you show others, through your actions, that a positive, healthy attitude is the cornerstone of long-term pleasure and happiness, you are in actual fact teaching.

Our whole lifestyle contributes to the ability to create good relationships, a satisfying work life, energy and health. It is possible that the single greatest influence in all these areas is a healthy perspective and attitude. Developing a positive sense of mental health may leave you capable of dealing more effectively with situations that arise. Positive health and well-being need to become a natural part of our lifestyle and will lead to a better sense of control over our lives. Whether it is fitness, nutrition, mental health or a medical condition, having a positive approach will improve the chances of a positive outcome.

Marie Wall is an EAP Coordinator with the Employee Assistance Program for teachers. For confidential assistance contact Marie Wall (ext. 265) or Kathy Taylor-Rogers (ext. 242).

Teachers Without Borders – Canada
www.twb-canada.org

Connecting Education Leaders Worldwide

A newly incorporated NGO!

We are members of the Canadian educational community and supporters who are interested in joining a worldwide group of volunteers devoted to closing the global education divide.

Get involved:

- be a part of travelling workshops equipping teachers in other countries with resources and best practices,
- help to develop global curriculum,
- donate educational resources,
- collaborate with and/or mentor teachers across the globe,
- connect your class with a class in another country for collaborative learning projects.

The true way that we can develop global citizens is if we actually taught, learned and acted within a global context.

For more information and to be a part of a growing movement of empowerment through education, please visit: **www.twb-canada.org**.

Local Contact:
Beverley Park, Newfoundland and Labrador Teachers' Association
3 Kenmount Road, St. John's, NL A1B 1W1
bpark@nlta.nl.ca; 726-3223 ext 244; 1-800-563-3599 (toll-free)

Trust, Not Just Another Five-Letter Word

by GEORGE TUCKER

In his book, *The Speed of Trust*, Stephen M. R. Covey, states: *There is one thing that is common to every individual, relationship, team, family, organization, nation, economy, and civilization throughout the world – one thing which, if removed, will destroy the most powerful government, the most successful business, the most thriving economy, the most influential leadership, the greatest friendship, the strongest character, the deepest love.*

On the other hand, if developed and leveraged, that one thing has the potential to create unparalleled success and prosperity in every dimension of life. Yet, it is the least understood, most neglected, and most underestimated possibility of our time.

That one thing is trust.

You might think that most of us would know what is meant by the word 'trust'. After all, we use the word with apparent confidence and frequency in our day-to-day discussions and relationships. As a trained facilitator in the course known as *The 7 Habits of Highly Effective People*, I engage the participants during a discussion on communications in a brief activity where individuals are asked to write as many words as they can in a minute or two that are synonymous with trust. Surprisingly, in a group of four or five people there will generally be only a word or two that is on everyone's list. In a group of 30 or more people, zero matches are the norm.

The Merriam-Webster dictionary defines trust as 'an assured reliance on the character, ability, strength, or truth of someone or something'. Wikipedia states that trust in a social sciences context may refer to 'a relationship of reliance'. Personally, I like the definition of trust that is espoused by Jack Welch, the former CEO of General Electric. Welsh stated, "You know it when you feel it". I think Welch is spot on! Most of us use our intuition or so-called sixth sense to decide if we trust someone or something. And, if we do not feel comfortable then we choose not to engage or we do so reluctantly or against our [better] judgment. In very simply terms, trust refers to having confidence. If we do not trust somebody, we distrust them and by default, we are suspicious of them – of their integrity, their agenda, their capabilities, or their track record. Conversely, when we trust people, we have confidence in them – in their integrity and in their abilities.

No doubt each of us can readily identify someone who we trust due to that individual's integrity, abilities and proven track record. Their character is beyond reproach. Indeed, we [trust] them unconditionally and we will continue to feel that way until the individual removes our trust by engaging in some act that is in conflict with our principles or s/he fails to fulfill an obligation or promise. Stephen R. Covey, the author of *The 7 Habits of Highly Effective People*, states: "Don't make promises that you may not be able to fulfill." He also states that "you can not talk yourself out of something that you have behaved yourself into." In other words, actions speak louder than words. For others to trust us, it is essential that we walk our talk. It is essential that we build our lives, including our careers, on a foundation of integrity and performance. Certainly it is essential that we fulfill our obligations to the best of our abilities so that others will develop confidence in our abilities and learn to trust us.

In an environment where trust is present, almost anything is possible. No task or initiative may appear too complex or onerous. Differences of opinion are not destructive because individuals know that the motives of all individuals are honourable. Mahatma Gandhi stated, "The moment there is suspicion about a person's motives, everything he does becomes tainted". Thus, it is imperative that there is ownership for agendas and that they are in the best interest of the whole group. In this sort of climate, individuals are empowered to perform and succeed. Individual success is celebrated because everyone is respected for their unique talents and the contributions they are able to make.

As an educator for some 27 years with experience in a number of roles, I have observed that the existence or absence of 'trust' correlates highly with how effective organizations become. When there is trust, organizations move forward. When there is mistrust, the progress of the organization is retarded. Jim Burke, former Chairman and CEO, Johnson and Johnson put it well when he stated: "You can't have success without trust. The word trust embodies almost everything you can strive for that will help you to succeed. You tell me any human relationship that works without trust, whether it is a marriage or a friendship or a social interaction; in the long run, the same thing is true about business, especially businesses that deal with the public."

So, trust may be just a small five-letter word, but in my humble opinion, it embodies all that is important in developing effective and lasting relationships in all aspects of our lives. And, while trust may take time and effort to establish, it can, be eradicated in the blink of an eye. Trust is the foundation to all that is good about life. In many ways it acts as a governor to control how effective we are in developing and maintaining our relationships. Indeed, the seeds of trust must be sown slowly and then carefully and continually nurtured to ensure bountiful and lasting harvests. Establish lasting trust and the expected benefits and rewards are a life of achievement, effective service and mutual respect. Not a bad legacy by anyone's standards.

For an in-depth analysis on the importance of trust, please read *The Speed of Trust* by Stephen M. R. Covey. For staff development in the area of building trust, positive school climates, empowerment, please contact me at your convenience at gtucker@nlta.nl.ca.

George Tucker is an Administrative Officer in the Professional Development Division of the NLTA.

Leapin' Lizards, It's Jon Eakes!

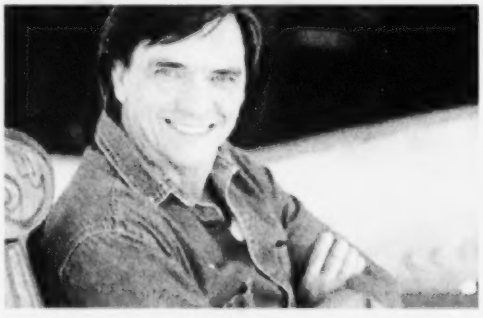
by ERIC NIPPARD

The Technology Education Special Interest Council (TESIC) has been grappling with several issues. Most of these are the routine stuff that plagues the executives of many councils like, are we doing enough for our membership? Well, actually that is the one *big* item for us, a question that has been asked time and time again, and one that simply eludes answer. As the executive, we are tasked with the duty of supplying good professional development for our membership in the area of technology use, and specifically, technology integration. We are also charged with providing recent information for you on issues that might be near and dear to your heart. As well, we try to keep abreast of happenings in possible changes to curriculum in the province and help to keep you up to date on those matters.

This is heady stuff, and as an executive, we believe, of great importance. Important enough for us to try and work as an executive at a distance, one that is dispersed across the province. I live on the west coast, another member a few hundred kilometers away, and the other three dispersed around the eastern region of the province. I don't need to tell you that this has not been an easy task, because it hasn't. But we have managed to make it work using some of the collaborative tools available to us such as Skype. Little expense due to travel has been incurred on your behalf by us. And we are proud of that fact! Our budgets have been directed, with few exceptions, solely to you, the membership. However, this information is not given to garner any sympathy for our plight, or to the difficulty in keeping an executive running via telecommunications. It is simply a reminder to you, the membership, that anything is possible, even professional development opportunities, if you, the membership, *really* want the opportunity. Anything is possible if the need exists, and you are willing to dig for the tool or means of making it happen. Which is why I raised the question at the beginning of this column: Are we doing enough for our membership? Or, the question that might need to be asked is, does the membership feel a need for the activities and information that are offered by the council?

Please stop and mull that over for a few seconds, and please, don't take it as condemnation. The question that is really being asked here is, have the councils outlived their usefulness? This is a difficult query, one that has been bantered around for some time, and one that has witnessed the collapse and integration of some councils into the super-councils at the provincial level. I personally believe that we *need* the TESIC as a voice to represent the technology and skilled trade educators of the province. But we need you, the membership, to help. We do not exist without *your* interest, and *your* participation. We exist to serve *your* needs as a group of educators, and to speak on your behalf when your interests are at stake. And we need *your* continued participation to indicate that the TESIC still serves a vital function to technology educators.

To this end, we are pleased to announce the TESIC BGM, to be held at the Battery Hotel in St. John's on October 18 and 19, 2007. We are especially pleased to note that we have Mr. Jon Eakes booked for the keynote address on Thursday evening and to do some sessions with you on the Friday.



Jon Eakes (picture courtesy of HGTV)

Jon is a well-known skilled trade advocate (see www.joneakes.com), a renowned television personality: host of HGTV's *Just Ask Jon Eakes*, and a *very*

knowledgeable man. He is a strong proponent of engaging students in the trades, and has dedicated a considerable amount of time to promoting their involvement. He has also dedicated his career to the promotion of trades in Canada. I am sure that anyone who has the opportunity to hear him speak or interact with him will benefit.

Of course, we also have a considerable lineup of presenters booked to do sessions on the trades, technology integration, robotics, electronics, software, and others. The key is to get there, participate, and make use of this event to further your own professional interests. As I noted, the TESIC is about *you*, the educator. The event is planned. The time and dates are set.

Rooms are available at a rate of $89.00 per night and will be blocked at the Battery Hotel under TESIC. Please quote TESIC when making your booking. Registration for the conference is $50.00 and includes the Thursday evening meet and greet, the BGM luncheon, and TESIC membership. A registration form will be available at the TESIC web page in the near future at www.cc.k12.nf.ca/tesic. This site currently houses last year's registration form but bookmark it and keep checking back! Registration fees can be sent to TESIC c/o Ed Foley, Box 62, Goulds, NL, A1S 1G3, or the fees can be paid in full at the registration table on October 18, 2007.

We are pleased to extend an invitation to members who might *not* be able to travel. As with the last session, we will be broadcasting the keynote and some choice of sessions to areas outside of St. John's. If you remember, we had test sites at St. John's and Gander in 2005. We would like to expand this initiative and look to you for suggestions as to what sites could be involved. We have a video conferencing bridge online and operational and the quality is almost as good as being there. We will use this to our advantage!

If there are *any* questions or comments, please do not hesitate to e-mail me at enippard@cdli.ca or eric.nippard@nf.sympatico.ca (either will be fine). Or call me at (709) 643-2703 any time. I would love to hear from you.

As for the conference, be there! It will be worth the trip!

Eric Nippard is President of the Technology Educators Special Interest Council (TESIC)

A Journey Worth Taking: A Story Worth Telling

by BEVERLEY PARK

It is said that the journey of a thousand miles begins with just one step. That first step is sometimes the most difficult one to take. Once en route we find ways to journey onward despite obstacles, detours and delays. There are times when the destination and the desire to reach the end of the road is the driving force. At other times it's the love of travel – and where we end up is not nearly as important to us as the fact that we are on the road.

We could look at our career as a journey, which seems most appropriate considering the origin of the word from the old French jornée (now journée) which was associated with "a day's work". Our journey really begins when we make the critical decision to become a teacher. That's the first step. Every year is another leg of the trip, with its joys and challenges, discoveries and disappointments, adventures and misadventures. Each time we change assignments – a new course, a new grade, a new school, a new role – we are crossing a bridge. And in these change periods it sometimes feels like we are taking one step forward and two steps back. Progress can be slow and not everyone arrives at the same place – or even if they do, not at the same time or by the same route.

This year I had the pleasure of meeting and working with teachers at the very beginning of their excursion. Their "road stories" were nothing less than inspiring, and told with passion. We used the metaphor of the journey during those sessions. While those young teachers were in some instances looking for a map, they had already realized that there isn't one! They have learned quickly that each of us has to find our own way; that every one of us will experience the journey a little differently. Sometimes we go down a dead end; sometimes we have to back track and re-pack before moving on.

The conversations with those early career teachers were also sometimes about the real trips they took from their home community in one cove or bay to another part of the province that had been previously unknown to them. More than one story was told of accepting a job and then having to look on a map to locate where it was! Most of the time though, the teachers talked using the symbolism of the uphill climbs, those steep learning curves when they were teaching outside their area of study or expertise; the gravel travel when things got rough; the passing lanes when, by intuition or luck or common sense, they were able to get around something that could have slowed them down. The metaphor is a rich one because it allowed those teachers to express ideas we are sometimes reluctant to "name". It seems easier to talk about a difficulty or an issue if it is just a bump in the road…and goodness knows we've all hit enough potholes to know that while they may slow us down or puncture a tire, they don't stop us, at least not permanently!

So, for those early in the journey, it's a wonderful trip you have embarked upon! You are almost at a rest stop. While there, relax and take a break…don't worry about what's around the bend. Talk to some of your fellow travelers or those who have chosen a different path; share some of your stories of the road. For those further on or nearly at the end (I have a few friends retiring this year!), don't kid yourself that you've reached your destination. Teachers are, by nature, nomads! We never ever arrive because we are and always will be teachers. Even after we have left the classroom for some other destination, our life's work and our teaching journey continues through our students and colleagues – and by the stories told about us long after we have moved on. When we were modeling and mentoring students or coaching and caring for colleagues we were, in effect, building inukshuks on the horizon to show others the way.

A final thought…all good stories deserve to be told. Have you written your travel log? Have you kept a journal of your trip? Whether it is your first year of teaching or your thirty-first I encourage you to take time now that the year is coming to a close to write *your* story.

Beverley Park is Senior Administrative Officer in the Professional Development Division of the NLTA.

Canadian Counsellors Association Doctoral Dissertation Award

Dr. Lynda Younghusband

Dr. Lynda Younghusband was presented with the Canadian Counsellors Association Doctoral Dissertation Award at an awards ceremony on May 24 in Vancouver. The Canadian Counselling Association (CCA) is a national association of professionally trained counsellors dedicated to the enhancement of the counselling profession in Canada. Its members work in many diverse fields of education, employment and career development, social work, business, industry, mental health, public service agencies and private practice.

The Doctoral Dissertation Award is awarded to an individual who is a CCA member in good standing. The dissertation must be part of the requirement of an accredited university for a doctoral degree specializing n counseling. The dissertation must be completed in one of the two calendar years preceding the award presentation. The submission is assessed on originality, methodology, writing style and overall quality of presentation, strengths and limitations, findings and results, and the importance of the work to counselling in Canada.

Dr. Younghusband's doctoral dissertation was titled *High School Teachers' Perceptions of Their Working Environment: A Grounded Theory Study*. The study delved into workplace stress which has been found to diminish teachers' enthusiasm, leaving them feeling overworked, unsupported and burnt out. She completed her Doctor of Philosophy from the Faculty of Medicine (Clinical Epidemiology) in October 2005.

Dr. Younghusband also has a Master of Education in Educational Psychology Counselling. She is a graduate of the Ottawa Civic Hospital School of Nursing, holds a Diploma from the Royal Canberra Hospital, Australia in Community Health Nursing, as well as a Bachelor of Vocational Education from Memorial University. She was a teacher with the Avalon East School Board for many years and is presently a sessional lecturer in the Faculty of Education and School of Nursing at Memorial University. Dr. Younghusband has presented to several organizations on her work on teacher stress and has also published numerous articles on the same.

When asked about her award, Dr. Younghusband stated, "I think this will be important to the teachers who contributed their time and experiences for the study. The award says that this topic was taken very seriously by others so it reaffirms the importance of this issue, not just to teachers but to counsellors and university educators."

Dr. Younghusband is a member of the Board of Directors of CCA as well as Chair of the Ethics Committee.

Mentoring Beginning Teachers' Handbook

The NLTA is pleased to announce the publication of the "Mentoring Beginning Teachers' Handbook". This guide was written in honour of and in support of all those teachers who have, either formally or informally, mentored colleagues and helped them to thrive rather than simply survive in this profession.

The general concepts of the guide were developed based on observations, consultation and discussion with mentor teachers during various mentor training sessions over a number of years.

For copies please contact:

Beverley Park (ext. 244) or Susan Cardoulis (ext. 246)
Professional Development Division
Newfoundland and Labrador Teachers' Association
3 Kenmount Road, St. John's, NL A1B 1W1
Tel: 726-3223; 1-800-563-3599 (toll free)
Email: bpark@nlta.nl.ca **OR** scardoulis@nlta.nl.ca

Pre-Retirement Seminars

Teachers within two years of retirement eligibility should register for one of the NLTA's seven Pre-Retirement Seminars scheduled to be held in the fall of 2007 in Stephenville, Corner Brook, Gander, Grand Falls-Windsor, and three in St. John's. (Please note: consideration will be given to combining seminars if registration numbers are sufficiently low in a particular seminar.) These seminars are held in accordance with Association policy as part of its overall program of pre-retirement counselling. Clause 18.12 of the Provincial Collective Agreement and Clause 29.12 of the Labrador West Collective Agreement provide two days paid leave to attend these seminars.

Information sessions will deal with topics such as the Teachers' Pension Plan, Severance Pay, Employment Insurance, NLTA Group Insurance, Financial and Estate Planning and the Canada Pension Plan. As well, time is available for individual counselling of prospective retirees by the various consultants.

Things You Should Know About Attending

- Potential participants must register with the NLTA for a particular seminar and apply to their Board office for leave.
- Only those teachers eligible to retire during or before June 2010 will be eligible to attend.
- Registration must be received at the NLTA Office at least four weeks in advance to ensure approval of attendance.
- The Association reserves the right to refuse acceptance of registration at any particular seminar if the registration forms have not been received at the NLTA office in accordance with Association policy.
- It is the responsibility of the individual participant to make arrangements and pay for hotel accommodations, should any be required. Please reference that you are attending an NLTA function and the hotel should provide a reduced rate which is available to the NLTA.
- Travel expenses shall be reimbursed in accordance with the following provisions:
  i) participants shall be reimbursed the lesser of travel by private vehicle or public transportation to the seminar closest to the place of residence. In the event that a teacher requests and is accepted to attend a seminar other than the closest seminar, the participant shall only be reimbursed the amount applicable for travel to the closest seminar.
  ii) payment for travel in a private vehicle shall be at the rate of 12¢ per kilometre for the return trip from residence to seminar site.
  iii) travel via public transportation will be reimbursed at the rate of 80 percent of ferry, taxi, or economy airfare; in the case of airfare, the lesser of excursion (seat sale) or 80 percent of economy airfare will be paid, where excursion (seat sale) fares can be arranged. Receipts shall be required for all reimbursement.
  iv) no expenses will be paid to participants living or teaching in the community where the seminar is held.
  v) a spouse is welcome to accompany the participating teacher to the pre-retirement seminar, but no expenses will be covered.
- All other expenses, such as meals, accommodation and child care, are the responsibility of the participating teacher.
- Expenses will be provided for one pre-retirement seminar only and a teacher participant shall be permitted to attend one seminar only. (Notwithstanding this, a teacher may attend a second seminar as a spouse.)
- Teachers must attend the seminar location closest to their place of residence, except in cases where the mode, cost or availability of transportation necessitates otherwise.
- Directors and Assistant Directors, and spouses, are welcome to attend one pre-retirement seminar, but no expenses will be paid in accordance with this policy.

Given the large number of teachers eligible to retire, we reserve the right to limit the number of people who will be granted access, depending on the physical facilities available at each site. Consequently, it is imperative that teachers plan ahead and register early in the event that registrations have to be taken on a first-come, first-served basis.

NOTE: The full text of the NLTA Policy on Pre-Retirement Seminars and the application form can be found on the NLTA website (www.nlta.nl.ca). A link on the main page called "Forms Online" will bring you to the applicable form and policy. The NLTA policy will also be mailed to teachers with confirmation of registration.

2007 Pre-Retirement Seminar

REGISTRATION FORM

Name .....

.....

Home Address .....

.....

.....

.....

Postal Code .....

Home Telephone .....

Social Insurance Number .....

School Name .....

.....

.....

School Telephone .....

Please check which session you will be attending:

☐ **Oct. 11-12** – Hotel Gander, Gander

☐ **Oct. 18-19** – Holiday Inn, Stephenville

☐ **Oct. 25-26** – Mt. Peyton, Grand Falls-Windsor

☐ **Nov. 8-9** – Greenwood Inn, Corner Brook

☐ **Nov. 22-23** – Holiday Inn, St. John's

☐ **Nov. 29 - 30** – Holiday Inn, St. John's

☐ **Dec. 6-7** – Holiday Inn, St. John's

Will your spouse be attending? ☐ Yes ☐ No

Name of spouse (if attending) .....

.....

Earliest eligibility date for pension .....

Have you attended a previous pre-retirement seminar?

☐ Yes ☐ No

Note:
- Teachers within two years of retirement (on or before June 2010) are eligible to attend.
- All participants must pre-register.
- You will receive confirmation prior to seminar.
- Travel costs will be paid according to policy and only to the nearest seminar.
- Teachers are advised to bring a calculator.

Please submit registration form to:
Melanie Jaster
Benefits and Economic Services Division,
Newfoundland and Labrador Teachers' Association
3 Kenmount Road, St. John's, NL A1B 1W1
Fax: 709-726-4302; 1-877-711-6582 *(toll free)*

NOTE: As space is limited, registrations will be taken on a first-come, first-served basis.

FOR NLTA OFFICE USE ONLY		
Date Received	Confirmation Sent	Information Package Sent

PAN CANADIAN MUSIC EDUCATION THINK TANK II
June 25-27, 2007
St. John's. Music educators are invited to come and be a part of this second national gathering, designed to address current issues and contexts in Canadian Music Education. For further details on this event and others please visit: www.cdli.ca/pancanmusic/.

SUMMER PROGRAM FOR FRENCH SECOND LANGUAGE TEACHERS
July 1-14, 2007
Shippagan, NB. The Centre international d'apprentissage du français, located at the Université de Moncton, will be offering a two-week session of professional development and cultural experience for teachers who work in the field of French Second Language in English administered school systems. Fee: $1,850 (includes courses and most of the cultural and sports activities, food and lodging). For more information contact Josée Godin, Centre international d'apprentissage du français, Université de Moncton, Tel: 506-336-3487 or toll free at 1-800-363-8336, ext. 3; Fax: 506-336-3478; josee@umcs.ca; www.umcs.ca/ciaf.

SUMMER INSTITUTE IN HUMAN RIGHTS FOR TEACHERS: TEACHING FOR AND ABOUT HUMAN RIGHTS
July 22-27, 2007
St. Thomas University, Fredericton, NB. This course is designed to educate teaching professionals about the various rights, instruments and issues pertinent to human rights from international, regional and domestic perspectives. For further information contact Dr. Heather Richmond (Richmond@stu.ca), Marc Gionet (margionet@stu.ca), Tel: 506-453-7203 or visit www.stu.ca.

PHYSICAL EDUCATION SIC CONFERENCE AND AGM
September 13-15, 2007
St. John's. For information contact any of the following PESIC Executive members: Dave Constantine (davidconstantine@esdnl.ca); Mike Butler (michaelbutler@esdnl.ca); Brian Laing (brianlaing@esdnl.ca); Colleen Hogan (colleenhogan@esdnl.ca); or Mark Jones (markjones@gov.nl.ca). Information is also available at www.nlpln.com.

NATIONAL CONFERENCE ON LEARNING DISABILITIES
September 27-29, 2007
Delta Hotel and Conference Centre, St. John's. Hosted by the Learning Disabilities Association of Newfoundland & Labrador, in partnership with the Learning Disabilities Association of Canada. Featuring: Dr. Thomas E. Brown, author of *Attention Deficit Disorder: The Unfocused Mind in Children and Adults*; Dr. Mel Levine, Co-Founder "All Kinds of Minds", learning expert and author of *A Mind at a Time*; stories of hope with Leslie Coull and Frank Johnson. Travel and accommodation discounts available. Visit www.nald.ca/ldanl for full conference details or call Debbie at 709-753-1445 (debbie.ldanl@nl.rogers.com).

TECHNOLOGY EDUCATION SIC BGM
October 18-19, 2007
Battery Hotel, St. John's. Keynote: Jon Eakes, host of HGTV's *Just Ask John Eakes*. Contact Eric Nippard at 709-643-2703, enippard@cdli.ca or eric.nippard@nf.sympatico.ca.

SCHOOLS THAT SHINE WITH CHARACTER 2007
November 5-6, 2007
Huntville, Ontario. This National Character Education Conference (NCEC) is an opportunity to hear inspirational speakers, participate in terrific workshops and to share best practices. Keynote speakers include Stephen Lewis, Dr. Michele Borba, Micah Jacobson, Robin Sharma and Craig Kielburger. For further information or to register online visit www.ncec.ca.

Dates to Remember

June 2007

June 8-9	NLTA Executive Meeting
June 15	**Deadline:** Notification by board of acceptance/rejection of Deferred Salary Leave requests
June 21	**Deadline:** Professional Development Fund applications

July 2007

July 31	**Deadline:** NLTA Scholarship Applications

NLTA Summer Hours

June 25 - August 31

Monday to Thursday
8:30 a.m. - 4:30 p.m.

Friday
8:30 a.m. - 1:00 p.m.

K-6 Software Recommendations Wanted

The Technology Committee of Gander Academy is currently conducting a K-6 software needs assessment. If you know of any software titles that you feel meet the outcomes of the K-6 curriculum, please e-mail your suggested software titles to Tony Norman, Gander Academy, **tnorman@ncsd.ca**. We will gladly e-mail the suggested titles (once compiled) to any individual upon request.